

Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, September 2002

Compensation component	Civilian workers		White collar		Blue collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$23.44	100.0	\$28.33	100.0	\$20.86	100.0	\$13.34	100.0
Wages and salaries	16.93	72.2	20.78	73.3	14.40	69.0	9.73	72.9
Total benefits	6.51	27.8	7.55	26.7	6.47	31.0	3.61	27.1
Paid leave	1.60	6.8	2.09	7.4	1.22	5.8	.77	5.8
Vacation .....	.75	3.2	.96	3.4	.61	2.9	.35	2.6
Holiday .....	.54	2.3	.70	2.5	.43	2.1	.25	1.9
Sick .....	.23	1.0	.33	1.2	.12	.6	.13	1.0
Other .....	.08	.3	.11	.4	.05	.2	.04	.3
Supplemental pay .....	.56	2.4	.57	2.0	.73	3.5	.26	1.9
Premium ¹ .....	.23	1.0	.12	.4	.51	2.4	.13	1.0
Shift differentials .....	.06	.3	.06	.2	.07	.3	.05	.4
Nonproduction bonuses .....	.27	1.2	.40	1.4	.16	.8	.08	.6
Insurance	1.67	7.1	1.89	6.7	1.73	8.3	.93	7.0
Life .....	.04	.2	.06	.2	.04	.2	.02	.1
Health	1.55	6.6	1.75	6.2	1.62	7.8	.88	6.6
Short-term disability .....	.04	.2	.04	.1	.05	.2	.02	.1
Long-term disability .....	.03	.1	.05	.2	.02	.1	(²)	(³)
Retirement and savings .....	.80	3.4	.97	3.4	.74	3.5	.42	3.1
Defined benefit .....	.42	1.8	.45	1.6	.45	2.2	.31	2.3
Defined contribution .....	.38	1.6	.53	1.9	.29	1.4	.10	.7
Legally required benefits	1.85	7.9	1.98	7.0	2.02	9.7	1.22	9.1
Social Security ⁴	1.36	5.8	1.62	5.7	1.22	5.8	.81	6.1
OASDI	1.08	4.6	1.29	4.6	.99	4.7	.64	4.8
Medicare .....	.27	1.2	.33	1.2	.23	1.1	.16	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.1	.03	.2
State unemployment insurance .....	.09	.4	.08	.3	.11	.5	.08	.6
Workers' compensation .....	.38	1.6	.25	.9	.66	3.2	.31	2.3
Other benefits ⁵ .....	.03	.1	.04	.1	.03	.1	(²)	(³)

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

⁴ The total employer's cost for Social Security is comprised of an

OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked by year								
Civilian workers	\$23.44	\$16.93	\$6.51	\$1.60	\$0.56	\$1.67	\$0.80	\$1.85	\$0.03
Occupational group									
White-collar occupations	28.33	20.78	7.55	2.09	.57	1.89	.97	1.98	.04
Professional specialty and technical	38.02	28.09	9.93	2.84	.56	2.44	1.51	2.52	.06
Professional specialty	40.74	30.27	10.47	3.03	.53	2.56	1.66	2.62	.07
Nurses	34.51	25.02	9.49	2.77	1.21	1.84	.99	2.65	.02
Teachers	42.76	32.50	10.26	2.26	.09	3.05	2.31	2.46	.09
Technical	29.08	20.92	8.17	2.23	.66	2.06	1.01	2.18	.03
Executive, administrative, and managerial	42.30	30.43	11.87	3.66	1.37	2.43	1.55	2.79	.08
Administrative support, including clerical	18.66	13.31	5.34	1.34	.34	1.69	.57	1.38	.03
Blue-collar occupations	20.86	14.40	6.47	1.22	.73	1.73	.74	2.02	.03
Service occupations	13.34	9.73	3.61	.77	.26	.93	.42	1.22	(²)
Industry group									
Services	25.01	18.59	6.41	1.76	.32	1.66	.83	1.82	.02
Health services	25.13	18.21	6.93	2.16	.51	1.64	.73	1.88	(²)
Hospitals	27.63	19.34	8.29	2.42	.77	2.14	.88	2.06	.02
Educational services	34.20	25.25	8.95	2.18	.11	2.82	1.78	2.00	.06
Elementary and secondary education	33.49	24.88	8.61	1.90	.08	3.03	1.65	1.85	.09
Higher education	36.34	26.57	9.78	2.72	.15	2.60	2.06	2.24	(²)
	Percent of total compensation								
Civilian workers	100.0	72.2	27.8	6.8	2.4	7.1	3.4	7.9	0.1
Occupational group									
White-collar occupations	100.0	73.3	26.7	7.4	2.0	6.7	3.4	7.0	.1
Professional specialty and technical	100.0	73.9	26.1	7.5	1.5	6.4	4.0	6.6	.2
Professional specialty	100.0	74.3	25.7	7.4	1.3	6.3	4.1	6.4	.2
Nurses	100.0	72.5	27.5	8.0	3.5	5.3	2.9	7.7	.1
Teachers	100.0	76.0	24.0	5.3	.2	7.1	5.4	5.8	.2
Technical	100.0	71.9	28.1	7.7	2.3	7.1	3.5	7.5	.1
Executive, administrative, and managerial	100.0	71.9	28.1	8.7	3.2	5.7	3.7	6.6	.2
Administrative support, including clerical	100.0	71.3	28.6	7.2	1.8	9.1	3.1	7.4	.2
Blue-collar occupations	100.0	69.0	31.0	5.8	3.5	8.3	3.5	9.7	.1
Service occupations	100.0	72.9	27.1	5.8	1.9	7.0	3.1	9.1	(³)
Industry group									
Services	100.0	74.3	25.6	7.0	1.3	6.6	3.3	7.3	.1
Health services	100.0	72.5	27.6	8.6	2.0	6.5	2.9	7.5	(³)
Hospitals	100.0	70.0	30.0	8.8	2.8	7.7	3.2	7.5	.1
Educational services	100.0	73.8	26.2	6.4	.3	8.2	5.2	5.8	.2
Elementary and secondary education	100.0	74.3	25.7	5.7	.2	9.0	4.9	5.5	.3
Higher education	100.0	73.1	26.9	7.5	.4	7.2	5.7	6.2	(³)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,¹ September 2002

Compensation component	All workers		White collar occupations		Service occupations		Service industries	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$31.89	100.0	\$35.43	100.0	\$24.26	100.0	\$33.46	100.0
Wages and salaries	22.40	70.2	25.55	72.1	15.63	64.4	24.29	72.6
Total benefits	9.49	29.8	9.88	27.9	8.62	35.5	9.17	27.4
Paid leave	2.49	7.8	2.58	7.3	2.26	9.3	2.27	6.8
Vacation .....	.87	2.7	.81	2.3	.98	4.0	.64	1.9
Holiday .....	.81	2.5	.85	2.4	.72	3.0	.76	2.3
Sick .....	.61	1.9	.70	2.0	.41	1.7	.66	2.0
Other .....	.19	.6	.21	.6	.15	.6	.20	.6
Supplemental pay .....	.28	.9	.16	.5	.60	2.5	.18	.5
Premium ² .....	.13	.4	.05	.1	.30	1.2	.06	.2
Shift differentials .....	.06	.2	.04	.1	.13	.5	.05	.1
Nonproduction bonuses .....	.09	.3	.08	.2	.17	.7	.07	.2
Insurance	2.96	9.3	3.12	8.8	2.50	10.3	2.97	8.9
Life .....	.05	.2	.06	.2	.04	.2	.05	.1
Health	2.83	8.9	2.99	8.4	2.35	9.7	2.85	8.5
Short-term disability .....	.04	.1	.02	.1	.09	.4	.02	.1
Long-term disability .....	.04	.1	.04	.1	.02	.1	.04	.1
Retirement and savings	1.81	5.7	1.94	5.5	1.65	6.8	1.77	5.3
Defined benefit	1.57	4.9	1.67	4.7	1.54	6.3	1.55	4.6
Defined contribution .....	.23	.7	.27	.8	.11	.5	.22	.7
Legally required benefits	1.89	5.9	2.01	5.7	1.57	6.5	1.92	5.7
Social Security ³	1.48	4.6	1.69	4.8	.98	4.0	1.60	4.8
OASDI	1.15	3.6	1.31	3.7	.74	3.1	1.24	3.7
Medicare .....	.34	1.1	.38	1.1	.23	.9	.36	1.1
Federal unemployment insurance	(⁴)	(⁵)	(⁴)	(⁵)	(⁴)	(⁵)	(⁴)	(⁵)
State unemployment insurance .....	.04	.1	.04	.1	.05	.2	.04	.1
Workers' compensation .....	.36	1.1	.28	.8	.54	2.2	.27	.8
Other benefits ⁶ .....	.06	.2	.07	.2	.06	.2	.07	.2

¹ This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

² Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

³ The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁴ Cost per hour worked is \$0.01 or less.

⁵ Less than .05 percent.

⁶ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, September 2002

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked by year								
State and local government workers	\$31.89	\$22.40	\$9.49	\$2.49	\$0.28	\$2.96	\$1.81	\$1.89	\$0.06
Occupational group									
White-collar occupations	35.43	25.55	9.88	2.58	.16	3.12	1.94	2.01	.07
Professional specialty and technical	41.45	30.74	10.71	2.55	.17	3.28	2.31	2.30	.09
Professional specialty	42.85	31.91	10.93	2.56	.15	3.38	2.40	2.35	.10
Teachers	45.48	34.36	11.11	2.39	.08	3.49	2.64	2.41	.11
Technical	27.15	18.69	8.46	2.44	.45	2.31	1.39	1.81	.05
Executive, administrative, and managerial	39.81	27.71	12.10	4.02	.18	3.36	2.23	2.27	.04
Administrative support, including clerical	20.72	13.73	6.98	1.87	.13	2.64	1.01	1.30	.04
Blue-collar occupations	25.30	16.53	8.78	2.35	.41	2.89	1.32	1.76	.04
Service occupations	24.26	15.63	8.62	2.26	.60	2.50	1.65	1.57	.06
Industry group									
Services	33.46	24.29	9.17	2.27	.18	2.97	1.77	1.92	.07
Health services	26.56	17.80	8.76	2.65	.71	2.38	1.14	1.85	.04
Hospitals	27.35	18.40	8.95	2.74	.69	2.38	1.19	1.91	.04
Educational services	35.00	25.76	9.24	2.19	.11	3.04	1.90	1.92	.07
Elementary and secondary education	34.17	25.34	8.83	1.93	.08	3.17	1.73	1.83	.10
Higher education	37.59	27.39	10.20	2.82	.17	2.80	2.27	2.14	(²)
Public administration	29.27	19.30	9.97	2.87	.44	2.90	1.91	1.79	.06
	Percent of total compensation								
State and local government workers	100.0	70.2	29.8	7.8	0.9	9.3	5.7	5.9	0.2
Occupational group									
White-collar occupations	100.0	72.1	27.9	7.3	.5	8.8	5.5	5.7	.2
Professional specialty and technical	100.0	74.2	25.8	6.2	.4	7.9	5.6	5.5	.2
Professional specialty	100.0	74.5	25.5	6.0	.4	7.9	5.6	5.5	.2
Teachers	100.0	75.5	24.4	5.3	.2	7.7	5.8	5.3	.2
Technical	100.0	68.8	31.2	9.0	1.7	8.5	5.1	6.7	.2
Executive, administrative, and managerial	100.0	69.6	30.4	10.1	.5	8.4	5.6	5.7	.1
Administrative support, including clerical	100.0	66.3	33.7	9.0	.6	12.7	4.9	6.3	.2
Blue-collar occupations	100.0	65.3	34.7	9.3	1.6	11.4	5.2	7.0	.2
Service occupations	100.0	64.4	35.5	9.3	2.5	10.3	6.8	6.5	.2
Industry group									
Services	100.0	72.6	27.4	6.8	.5	8.9	5.3	5.7	.2
Health services	100.0	67.0	33.0	10.0	2.7	9.0	4.3	7.0	.2
Hospitals	100.0	67.3	32.7	10.0	2.5	8.7	4.4	7.0	.1
Educational services	100.0	73.6	26.4	6.3	.3	8.7	5.4	5.5	.2
Elementary and secondary education	100.0	74.2	25.8	5.6	.2	9.3	5.1	5.4	.3
Higher education	100.0	72.9	27.1	7.5	.5	7.4	6.0	5.7	(³)
Public administration	100.0	65.9	34.1	9.8	1.5	9.9	6.5	6.1	.2

¹ Includes severance pay and supplemental unemployment benefits.² Cost per hour worked is \$0.01 or less.³ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, September 2002

Compensation component	All workers		Goods producing ¹		Service producing ²		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$22.01	100.0	\$25.64	100.0	\$20.98	100.0	\$25.33	100.0	\$21.41	100.0
Wages and salaries	16.00	72.7	17.60	68.6	15.55	74.1	17.22	68.0	15.78	73.7
Total benefits	6.01	27.3	8.04	31.4	5.43	25.9	8.11	32.0	5.63	26.3
Paid leave	1.45	6.6	1.66	6.5	1.39	6.6	1.92	7.6	1.36	6.4
Vacation .....	.73	3.3	.86	3.4	.69	3.3	.97	3.8	.68	3.2
Holiday .....	.49	2.2	.60	2.3	.47	2.2	.70	2.8	.46	2.1
Sick .....	.17	.8	.13	.5	.18	.9	.15	.6	.17	.8
Other .....	.06	.3	.08	.3	.06	.3	.10	.4	.05	.2
Supplemental pay .....	.60	2.7	1.07	4.2	.47	2.2	1.13	4.5	.51	2.4
Premium ³ .....	.24	1.1	.55	2.1	.16	.8	.57	2.3	.19	.9
Shift differentials .....	.06	.3	.08	.3	.05	.2	.11	.4	.05	.2
Nonproduction bonuses .....	.30	1.4	.45	1.8	.26	1.2	.45	1.8	.27	1.3
Insurance	1.45	6.6	2.05	8.0	1.28	6.1	2.15	8.5	1.32	6.2
Life .....	.04	.2	.06	.2	.04	.2	.06	.2	.04	.2
Health	1.34	6.1	1.88	7.3	1.18	5.6	1.97	7.8	1.22	5.7
Short-term disability .....	.04	.2	.07	.3	.03	.1	.08	.3	.03	.1
Long-term disability .....	.03	.1	.03	.1	.03	.1	.04	.2	.03	.1
Retirement and savings .....	.63	2.9	.89	3.5	.56	2.7	.74	2.9	.62	2.9
Defined benefit .....	.23	1.0	.44	1.7	.16	.8	.31	1.2	.21	1.0
Defined contribution .....	.41	1.9	.45	1.8	.40	1.9	.43	1.7	.40	1.9
Legally required benefits	1.84	8.4	2.31	9.0	1.71	8.2	2.08	8.2	1.80	8.4
Social Security ⁴	1.33	6.0	1.50	5.9	1.29	6.1	1.48	5.8	1.31	6.1
OASDI	1.07	4.9	1.21	4.7	1.03	4.9	1.19	4.7	1.05	4.9
Medicare .....	.26	1.2	.29	1.1	.25	1.2	.29	1.1	.26	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.1	.03	.1	.03	.1
State unemployment insurance .....	.10	.5	.12	.5	.09	.4	.11	.4	.09	.4
Workers' compensation .....	.38	1.7	.66	2.6	.30	1.4	.46	1.8	.37	1.7
Other benefits ⁵ .....	.03	.1	.06	.2	.02	.1	.09	.4	.02	.1

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

³ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

⁴ The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

Table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, September 2002

Compensation component	All workers		White collar		Blue collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$22.01	100.0	\$26.74	100.0	\$20.59	100.0	\$11.15	100.0
Wages and salaries	16.00	72.7	19.71	73.7	14.26	69.3	8.54	76.6
Total benefits	6.01	27.3	7.03	26.3	6.32	30.7	2.60	23.3
Paid leave	1.45	6.6	1.99	7.4	1.15	5.6	.47	4.2
Vacation .....	.73	3.3	.99	3.7	.59	2.9	.22	2.0
Holiday .....	.49	2.2	.67	2.5	.41	2.0	.15	1.3
Sick .....	.17	.8	.25	.9	.10	.5	.07	.6
Other .....	.06	.3	.08	.3	.05	.2	.02	.2
Supplemental pay .....	.60	2.7	.66	2.5	.75	3.6	.19	1.7
Premium ¹ .....	.24	1.1	.13	.5	.52	2.5	.10	.9
Shift differentials .....	.06	.3	.06	.2	.07	.3	.04	.4
Nonproduction bonuses .....	.30	1.4	.47	1.8	.16	.8	.06	.5
Insurance	1.45	6.6	1.62	6.1	1.66	8.1	.62	5.6
Life .....	.04	.2	.05	.2	.04	.2	(²)	(³)
Health	1.34	6.1	1.47	5.5	1.55	7.5	.59	5.3
Short-term disability .....	.04	.2	.05	.2	.05	.2	(²)	(³)
Long-term disability .....	.03	.1	.05	.2	.02	.1	(²)	(³)
Retirement and savings .....	.63	2.9	.76	2.8	.70	3.4	.17	1.5
Defined benefit .....	.23	1.0	.17	.6	.41	2.0	.07	.6
Defined contribution .....	.41	1.9	.59	2.2	.30	1.5	.10	.9
Legally required benefits	1.84	8.4	1.97	7.4	2.04	9.9	1.16	10.4
Social Security ⁴	1.33	6.0	1.60	6.0	1.22	5.9	.77	6.9
OASDI	1.07	4.9	1.28	4.8	.99	4.8	.63	5.7
Medicare .....	.26	1.2	.32	1.2	.23	1.1	.15	1.3
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.1	.04	.4
State unemployment insurance .....	.10	.5	.09	.3	.11	.5	.08	.7
Workers' compensation .....	.38	1.7	.24	.9	.67	3.3	.27	2.4
Other benefits ⁵ .....	.03	.1	.04	.1	.03	.1	(²)	(³)

¹ Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

⁴ The total employer's cost for Social Security is comprised of an

OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

⁵ Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.